92G On the Job Training Program

"A New Look at an Old Program"

Outline

- Purpose
- Background
- Concept
- Implementation
- Management of the Program
- AS/BS Degree Path
- Deployable/transferable
- The road ahead
- Conclusion

To provide information to the Reserve Component on a concept for a new food service OJT program.

- Began approximately 3 ½ years ago
  - Cook commercial certification briefing
  - Personal project
- Certification vs education
- Cost
  - Apprenticeship
  - Tuition Assistance
- Create a program that trains a cook from Initial Entry Training to retirement (Life-cycle)
- Create a program that energizes Food Service training and trainers.

- Create a program that re-invents and validates the current OJT program
  - Use military specific tasks
  - Provide an end-state (goal) for trainees removing the endless training of identical tasks
  - Provide a tool that allows supervisors to see what and where Soldiers have been trained
- Link training to tangible benchmarks
  - Specific hours for each task
  - Hands-on training linked to “lab” work for academic classes
  - Completion of areas directly linked to college course completion
  - Provides certificate of training for each area completed (great for files and personnel records)
- Link training to education
  - Each “task” tied to an academic goal and specific course
  - 10 level training linked to AS degree
  - 30/40 level training linked to BS degree
  - 100% TA funded

- Create a program that encourages training for both the trainer and trainee
  - Program can be self paced/accelerated based on trainee goals and motivation
  - FS310 engages the trainer; becomes a part of their training/education

- Create a program that is deployable and transferable
  - Program must be able to "PCS" with the Soldier
  - Program must be able to be accessed anywhere in the world

- Easy to manage
  - Does not create additional work
  - Pre-printed forms for kitchen
  - Easy access and data input (search)

- Digitize current program and convert it to a viable college course
  - Completed 1 June 07 – FS 101
  - Create a template using Army/American Council on Education Registry Transcript
    System AARTS transcripts (working)

- Create accredited degree programs using OJT tasks
  - Completed 14 June 07 (2 courses done)
  - Solicit colleges to adopt the program
    - Southwest Oregon CC
    - Orange Coast CC

- Get courses and degree program on AKO/GO Army ED

- Test the Program
  - Conduct initial implementation meeting (complete)
  - Initial testing began 17 Oct 07 – 10 X 92Gs

- Conduct a pilot
  - 1 January 2008 – all 2/4 BCT food service personnel (80)
  - Enroll soldiers preparing for deployment
  - Validate initial course timetable
    - 11 - 16 Weeks for FS101
    - Identify extension procedures

- Prepare the Installation
  - Supported by OPORD
  - Part of in-processing (education)

- Uses current OJT tracking sheets
  - Forms on-line (Working)

- 100% on-line
  - Tracks progress using status bars
  - Provides instant data on areas Soldiers need additional training
  - Managers issued passwords by Installation Food Program Manager

- Managers in-put data
  - Soldiers can view records but cannot manipulate data
  - Food Advisors can access records to verify and validate training

- Identify Qualified Trainers in each DFAC
  - Cannot be a junior NCO in DFAC
  - Must meet on-line criteria
  - Must be enrolled in FS 310
  - Application

AARTS, ERB, NCOER, and certifications will be used to assign earned college credits in general education, electives, or major concentration courses where applicable.

General Education Courses		
Communication	6 credits	
General Education Electives		3 credits
Humanities	3 credits	
Mathematics/Natural Science		3 credits
Social and Behavioral Sciences	3 credits	
Total GE Credits:	18 credits	

Major Concentration Courses		
Foodservice 101	4 credits	
*Introduction to Foodservice and Hospitality	3 credits	
*Sanitation and Food Safety		3 credits
*Procurement and Issuing for Foodservice Managers		3 credits
*Introduction to Cooking	3 credits	
*Introduction to Baking	3 credits	
Breakfast and Pantry	3 credits	
*Advanced Cooking and Garde Manger		3 credits
Advanced Baking and Pastries	3 credits	
Menu Development and Controls	3 credits	
Food and Beverage Services		3 credits
Nutritional Cooking	3 credits	
*Supervision and Management	3 credits	
Internship On-the-job-Training	**6 credits**	
Total Major Concentration		46 credit
Total Credits	64 credits	

* Core Culinary Courses

Required General Education Courses for Major		
Human Resource Management		3 credits
Management Systems and Controls		3 credits
Marketing Management		3 credits
Business Writing and Communications	3 credits	
Macro-economics		3 credits
Micro-economics		3 credits
Business Computers		3 credits
Upper Division Major Concentration Course		
Foodservice 310		4 credits
Advanced Foodservice Operations		4 credits
Human Resource Development in Hospitality and Foodservice		3 credits
Quality Management in Hospitality and Foodservice		3 credits
Foodservice Accounting		3 credits
Legal and Ethical Issues in Hospitality and Foodservice Operations		3 credits
International Cuisine		4 credits
Buffets and Catering		4 credits
Beverage Service and Controls		3 credits
Menu and Facility Design	3 credits	
Total		**54 Credits**

- Program is designed to “move” with the Soldier
  - Trainer determines the location of Soldier for training (working)
  - Must “release” Soldier from database before new assignment can begin training process
  - Provides hard copy as well as digital on-line records for Soldiers
- Field and deployment training is included in the program
  - Field feeding and sanitation
  - Soldiers can continue academic courses while deployed (hands on can be completed at another time)

- Complete pilot testing, evaluate and adjust program.
- Identify timelines
  - How long to have all courses ready and available for the program
  - Establish realistic "benchmarks" for program/degree completion
- Brief to ACES/QM General
  - Is this a viable Army training program?
  - Is it manageable from ACES?
  - What is the benefit of implementing Army wide
- Identify the benefits for 92Gs
  - Aligns them with a professional organization focused on their MOS
  - Apprenticeship/Education/Certification
  - Immediately defines the 92G as a trained professional, not just a "cook"
- Begin the transfer credit process
  - How many hours will cooks get for IET/BNCOC and where will they be applied
  - Identify where cooks will be placed in the program based on experience
- Begin to modify FM 10-23-2 to reflect the new OJT system.
- Teach block at BNCOC/ANCOC/FSM
- Meet with KDS/ACF/DOT:
  - Discuss what it will take to implement during IET
  - Discuss how this can be a "joint" program
- Discuss staffing needs:
  - Who will oversee and implement at each installation?
  - Who will update as regulations and training needs change?

- The current OJT program in the food service field is outdated and antiquated.

- A program must be created that validates the training that is mandated by regulation in the dining facilities and provides motivation to the trainee to be trained as well as motivation to the trainer to conduct the training.

- Food Service personnel are motivated by educational benefits and all of our OJT is being lost because it is not linked to an educational system.

- Linking our OJT program to college degree programs that are managed and validated on the job is a "new look" at this old program.

Questions

Army OJT